

**THIS DOES NOT  
CIRCULATE**

AGREEMENT

12/1-01

AGREEMENT dated the 1st day of January 1980, by and between the City of Absecon, a Municipal Corporation of the State of New Jersey, hereinafter referred to as the "City" and the New Jersey Policemen's Benevolent Association, Inc., through its designated affiliate, Mainland Local Number Seventy Seven hereinafter referred to as "PBA #77".

Pursuant to an Agreement between the parties executed January 24, 1979 the changes listed below in Article II - Salary, Longevity, Overtime and Article 14 - Hospitalization and Overtime are hereby confirmed by the City and PBA #77 for the remaining term of said contract, namely, January 1, 1980 to December 31, 1980. All other terms and conditions of said contract are hereby ratified and confirmed.

LISRARY  
Institute of Management and  
Labor Relations

1980  
RUTGERS UNIVERSITY

ARTICLE 11 - SALARY, LONGEVITY, OVERTIME.

1-1 Salaries:

Lieutenant.....	\$17,300.00 per year
Sergeant.....	\$16,800.00 per year
Patrolman beginning 37th month.....	\$16,000.00 per year
Patrolman beginning 19th month.....	\$14,412.00 per year
Patrolman beginning 1st month.....	\$10,000.00 per year

1-2 Previous Service:

Credit of up to and including 24 months of previous service as a police officer shall be given to new hires that have successfully completed the required courses of study at an accredited police academy. Documentation of previous service shall be determined by the Chief of Police or Deputy Chief.

1-3 Work Week:

For the purposes of this Agreement the "work week" shall be defined as 6 consecutive 8 hour tours or 4 consecutive 9 hour tours.

1-4 Overtime:

For the purposes of this Agreement overtime shall be defined as all hours worked in excess of the 8 or 9 hour scheduled tour and all hours worked in excess of the 3rd or 4th scheduled day of the work week to which the employee is assigned.

A) Overtime shall be paid at the rate of one and one-half time the regular rate of pay.

B) Overtime payments will not be made unless approved by the Chief of Police or Deputy Chief.

C) Overtime shall be reported in tenths of an hour as follows:

1) Less than .3 hours (18) min.: no payment.

2) .3 hours or more: payment will be made by multiplying the overtime reported by one and one-half the calculated hourly rate.

D) The hourly rate shall be calculated by dividing the annual salary, in-

cluding Longevity, but excluding college allowance, by 2190 hours.

- E) Earned overtime payments shall be paid in the pay period following the pay period the overtime was earned unless otherwise requested by the employee in writing on a form provided by the City Clerk/Administrator.
- F) All employees covered by this Agreement are eligible for overtime payments.
- G) Employees scheduled to work, and work on any of the following holidays shall be paid four hours overtime.

NEW YEARS DAY, INDEPENDANCE DAY, THANKSGIVING DAY, CHRISTMAS DAY

- H) Certain employees that are scheduled to work four (4) consecutive nine (9) hour tours separated by at least two (2) tours off, shall receive overtime payments for all hours worked in excess of nine (9) hours per day and all hours worked in excess of the fourth (4th) scheduled day of the work week.

#### 11-5 Stand-by Time:

Any employee placed on stand-by time will be given 2 hours overtime. If this stand-by alert continues past 8 hours, then said employee will receive another 2 hours overtime at the start of each 8 hour period if the stand-by continues past the original 8 hours.

#### 11-6 Compensatory Time Off:

Compensatory time off may be given in lieu of overtime payments at the request of the employee and with the approval of the Chief of Police or Deputy Chief. Provided, however, that the compensatory time off is requested prior to the pay period the overtime payments are to be made.

#### 11-7 Longevity:

Each employee covered by this Agreement shall be paid in addition to and together with his/her annual base salary, additional compensation based upon the length of his/her service as fixed and determined according to the following schedule:

- A) Upon completing 5 years of service, 3% of annual base salary.
- B) Upon completing 10 years of service, 4% of annual base salary.
- C) Upon completing 15 years of service, 5% of annual base salary.
- D) Longevity pay shall be applied on the basis of the employee's anniversary date of employment and shall commence at the adjusted rate of pay on the payday immediately following said anniversary date.

ARTICLE 13 Minimum Call Out Allowance:

Employees that are called into work while off duty, and work, shall receive a minimum allowance of three (3) hours pay.

ARTICLE 14 - HOSPITALIZING INSURANCE

14-1 The City agrees to continue to provide New Jersey Blue Cross and Blue Shield with Rider "J" for all employees covered by this Agreement, at the City's expense. The City agrees to continue to provide Major Medical Insurance at the City's expense.

14-2 The City agrees to pay a premium not to exceed fourteen (\$14.00) per month for single employees and eighteen dollars (\$18.00) per month for married employees to a group insurance plan selected by the PBA #77. Payments for employees covered by this Agreement that have at least one (1) year service as a full time Policeman with the City of Absecon shall begin as soon as possible after June 1, 1978

IN WITNESS WHEREOF, the undersigned have affixed their signatures on the  
27th day of February, 1980.

ATTEST:

By Wendell D. Bush  
City Clerk

By Orvin R. Scaparoli  
Mayor

SIGNED, SEALED AND DELIVERED IN THE

PRESENCE OF:

Jean E. Fuccillo  
Notary Public of New Jersey

By Vince DiCarlo  
Majority Representative N. J. PBA  
Local #77

By Robert F. DeBell  
Executive State Delegate N.J State P.B.A.